Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

In this issue

Page

Recent Collective Bargaining Settlements 1

Key Negotiations..... 2

Major Work Stoppages..... 5

Innovative Workplace Practices: Fourth Quarter 2010..... 6

Coming Up in the Next Issue 7

For More Information 7

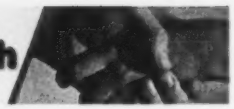
Mailing List
Add or Remove My Name 7

Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit and File Number	Settlement Month/Year
Newfoundland and Labrador Memorial University of Newfoundland Memorial University of Newfoundland Faculty Association 820 professors and librarians **0833108**	Feb 10
Ontario P.W. Transportation Ltd. P.W. Transportation Drivers' Association 110 bus drivers and customer service employees **0918309**	Apr 10
Manitoba Brandon School Division No. 40 Manitoba Teachers' Society 510 elementary and secondary teachers **0491513**	Mar 10
Multiprovince Government of Canada Public Service Alliance of Canada 11 940 operational and general services employees, SV group **1196406**	Dec 10

Canada

Negotech 

Negotech, a searchable labour relations database, gives you access to the full collective agreements and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction, Public Sector				
Ontario				
City of Ottawa - OC Transpo	ATU	2,350	Bargaining	Mar 11
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	Bargaining	Mar 10
Multiprovince				
Government of Canada	Various unions	70,780	Bargaining	Dec 09/Dec 11
Canada Post Corporation	CUPW	54,000	Arbitration/ Conciliation	Sep 09/Jan 11
Federal Jurisdiction, Private Sector				
Manitoba				
MTS Allstream Inc.	CEP/IBEW	2,150	Bargaining	Dec 10/Jan 11
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	Mediation	Mar 10
Multiprovince				
Air Canada	Various Unions	26,180	Bargaining/ **Upcoming**	Feb 11/Mar 11
TELUS Corporation	TWU	13,700	Bargaining	Nov 10
NAV CANADA	CAW-Canada	2,950	Bargaining/ Arbitration	Apr 10/Mar 11
Canadian Pacific Railway	CAW-Canada	2,300	Tentative settlement	Dec 10
Greyhound Canada Transportation Corp.	ATU	950	**Upcoming**	Mar 11

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	PEIUPSE	1,950	Arbitration	Mar 10
Nova Scotia				
Government of Nova Scotia	NSTU/CUPE	11,650	Bargaining/ Conciliation	Oct 09/Jul 10
Capital District Health Authority	NSGEU	8,350	Conciliation	Oct 10
Health Association Nova Scotia	NSNU	4,610	Bargaining	Oct 09
Cape Breton-Victoria Regional School Board	CUPE	1,400	**Upcoming**	Apr 11
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	5,860	Bargaining/ Conciliation	Feb 09 - Dec 09
Government of New Brunswick	NBNU	5,800	**Upcoming**	Dec 10
Quebec				
Ville de Montréal	Various unions	15,700	Bargaining/ Arbitration	Dec 06/Dec 10
Gouvernement du Québec	Various unions	8,260	Bargaining/ Mediation	Mar 10
Ville de Québec	Various unions	3,100	Arbitration	Dec 06/Dec 10
Management Negotiating Committee for Boards	Fédération indépendante des syndicats autonomes	1,020	Mediation	Mar 10
Le Réseau de transport de la Capitale	Confédération des syndicats nationaux	920	Bargaining	Jun 09
Ontario				
Ontario Hospital Association	ONA/OPSEU	57,970	Bargaining	Mar 11
Universities	Various unions	16,460	Bargaining/ Conciliation	Jun/Aug 10/Apr 11
Toronto Transit Commission	ATU	8,970	**Upcoming**	Mar 11
Caesars Windsor, operated by Windsor Casino Limited	CAW-Canada	3,000	**Upcoming**	Apr 11
City of Toronto	IAFF	3,000	Bargaining	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Ontario (continued)				
Red Cross Community Health Services, Ontario Zone	SEIU	3,000	Bargaining	Mar 11
London Health Sciences Centre	CAW-Canada	1,190	Bargaining	Oct 10
Manitoba				
Government of Manitoba	MGEU	13,500	Tentative settlement	Mar 10
Saskatchewan				
Government of Saskatchewan	STF	12,000	Conciliation	Aug 10
SaskPower	CEP/IBEW	2,080	Bargaining	Dec 09
City of Saskatoon	CUPE	1,490	Bargaining	Dec 09
Alberta				
Alberta Health Services	AUPE/HSAA	34,000	Bargaining	Mar 11
Government of Alberta	AUPE	22,000	Bargaining	Aug 10
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	Bargaining	Mar 10
Nunavut				
Government of Nunavut	PSAC	2,100	Bargaining	Sep 10
Government of Nunavut	NTA	640	Tentative settlement	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Ontario				
Hamilton Steel GP Inc.	USW	2,400	Work stoppage	Jul 10
Central Care Corporation	Various unions	1,660	Arbitration	Mar/Apr 10

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector (continued)				
Alberta				
Canada Safeway Limited	UFCW Canada	10,725	Bargaining	Mar 10
XL Foods Lakeside Packers	UFCW Canada	2,100	Bargaining	Dec 09
British Columbia				
Interior Forest Labour Relations Association	USW	4,000	Bargaining	Jun 09

Notes:

The short dash (-) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2009 to January 2010 inclusively; their expiry dates are presented by this short form: **Sept 09 - Jan 10.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2009 or April 2010; their expiry dates are presented by this short form: **Jul 09/Apr 10.**

Major Work Stoppages

covering 500 or more employees from **February 11 to February 24, 2011**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union and Employees	Issues	Starting	Ending
Gouvernement du Québec Province-wide, Quebec Association des juristes de l'État (900 lawyers)	Wages	February 8, 2011	February 22, 2011
Teck Resources Ltd. Sparwood, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (700 mine employees)	Pension plan	January 30, 2011	
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (939 steelworkers)	Not available	November 7, 2010 Lockout	

Innovative Workplace Practices: Fourth Quarter 2010

Working Conditions

The Regional Health Authorities of Manitoba, province-wide and Manitoba Government and General Employees' Union have agreed to convert a number of casual positions in home care to equivalent full-time (EFT) positions in order to promote stability and enhance retention in the home-care workforce. The plan consists of implementing a scheduling and delivery model to convert casual positions to permanent full and part-time status. While it is recognized that the maximum transition to equivalent full-time positions will vary from region to region, it is anticipated that the effort will result in an approximate average of 60% of home care service hours across the province moving to full- or regular part-time status, with a minimum of 50% per Health Authority.

The Government of Quebec and the *Fédération interprofessionnelle de la santé du Québec (FIQ)*, which represents 46,730 nurses, agreed to a 40% reduction of independent labour from health employment agencies by 2015. This agreement aims to lower the percentage of private labour used, from 3.73% to 2.00%. The parties also agreed to set up a provincial committee to monitor this situation.

Health and Wellness

Cameco Corporation, Key Lake and McArthur River, Saskatchewan and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW), have introduced a Long Service Recognition bonus that provides retiring employees with a lump-sum payment equal to $200 per year of continuous service. To be eligible for the payment, employees must be 55 years of age or older with a minimum 25 years' continuous service, and they must provide nine months written notice of their intention to retire. Benefit is not be pro-rated for last year of service and will be paid out following the employee's last day of work.

Pensions

The Government of Quebec and a number of unions representing a combined 375,440 Quebec government employees have agreed to raise the age of retirement. Employees will now be able to accumulate up to 38 years of service toward their pensions, instead of 35 years. Therefore, employees can increase their pensions to 76% of their average salary over the best five years, compared to 70% before.

The City of Laval and the *Fédération des policiers et policières du Québec*, which represents 500 Laval police officers, have agreed to create a retention program. Through this program, a single lump sum, based on the number of points earned, would be paid upon retirement. Points are the sum of the retiree's age and years of service. Employees may enter the program between January 1, 2010, and December 31, 2013, provided that they have at least 75 points before the latter date.

An employee would then receive a sum between $10,000 and $45,000 upon their retirement, for point totals ranging from 77 to 87 and above. This program aims to delay retirement, because an employee's lump sum will continue to increase until they decide to retire.

Coming Up in the Next Issue

- Wage Adjustments—**January 2011** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics, such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

For more information and a complete listing of products and services, go to Collective Bargaining Information and Analysis or contact:

Inquiry Line: 1-877-259-8828 (toll-free number)
819-997-3117 (Ottawa-Gatineau area)

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The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

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